

Leadership Update

TO: All Duke University Employees Contracted to the PDC and PDC Direct Employees
FROM: Dr. John Sampson, PDC President, and Paul Newman, PDC Senior Vice President
SUBJECT: Future of Duke Health and the PDC

Earlier today many of you received [an email](#) from the Duke University School of Medicine announcing the intent to create the Duke Faculty Practice. That message also included an announcement that the transition of Duke employees to the PDC that was planned for July 1, 2021 is on hold indefinitely pending evaluation of the Duke Faculty Practice.

What does this mean to you?

- Employees currently contracted to the PDC from Duke University **will not** transition to PDC employment on July 1, 2021 as previously announced. These employees will continue to receive Duke University benefits at least through June 30, 2022.
- PDC Direct employees will continue in their current status with the PDC until further notice.
- The PDC will ensure that PDC Direct employee benefits are comprehensive and compensation remains highly competitive. More information will be available soon.
- The one-time bonus that was previously announced will be paid out in July 2021 as promised.

We recognize that this change in direction may seem abrupt but our goal is to provide stability to our employees as we explore options for greater alignment throughout Duke Health. We know you will have questions and we will share more information over the coming weeks.

The PDC Board of Managers and leadership will engage and collaborate with the School of Medicine and Duke University Health System (DUHS) to evaluate and assess plans that create a stronger, more aligned Duke Health. The PDC will participate in exploring an alternative structure that enhances and strengthens the clinical practice of our physicians and providers, supports and rewards our employees, and best positions Duke Health for the future.

We look forward to continuing to engage with Duke University, Duke School of Medicine, DUHS, and all of you to forge the best path forward.

